



Washington  
Department of  
**FISH and  
WILDLIFE**

## **Employment Opportunity**

### **FISH HATCHERY SPECIALIST 4**

\$3052 – 3908 per month (range 48)

**Ringold/Meseberg Hatchery**

**Recruitment#: 635**

**Appointment Type: Permanent**

**Job Class Title: Fish Hatchery Specialist 4**

**Posting Date: 3/5/07**

**Closing Date: 3/26/07**

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#### **WHO MAY APPLY**

This recruitment is open to anyone that meets the required qualifications and competencies.

#### **LOCATION**

There is one (1) opening in the Fish Program, Hatchery Division, Priest Rapids Complex - Duty station is the Meseberg Hatchery, Franklin County, Washington.

#### **DUTIES**

Implements and manages a multi-species fish rearing program, supervises employees, and acts in the absence of the Complex Manager. This facility primarily rears warm and cool water species such as walley, black crappie, tiger muskie, smallmouth bass as well as other species as determined by the Fish Program. This position also supervises the adjacent Ringold Springs Hatchery which rears rainbow trout, spring chinook, and steelhead.

- Supervision; complete personnel actions that include recruitment, evaluations, corrective actions; identify training needs and develop training plans; serves as leader/role model for staff; ensures expectations are met
- Coordinate operations of facilities and ensure safety compliance
- Manage facilities production; develops and monitors production plan
- Assist in developing accurate budgets and spending plans for current and future needs
- Provide accurate, professional, and timely expenditure tracking
- Operations management and compliance
- Ensures compliance with all federal/state laws, rules, regulations and agency policy and procedures
- Ensures production goals are met
- Assess current practices and develop recommendations to improve efficiencies
- Coordinate with internal and external groups and volunteers
- Agency representative in public forums

#### **COMPETENCIES**

**Knowledge and skills:** Computer software such as MS Access, MS Excel, MS Word; effective techniques of supervision; techniques of fish culture/husbandry; fish culture terminology; calculation methods; Coded Wire Tag detectors (operation/use of); and fish production protocols and policy. Note: If you are called for an interview, your knowledge in some of these key competencies may be tested.

**Ability:** Communicate effectively with diverse internal/external groups and public audience; Operate/control motorized equipment such as automobiles, trucks, boats, etc; carry, transport fish in trucks

**DESIRABLE QUALIFICATIONS** One year of experience as a Fish Hatchery Specialist 3; **OR** An Associate's degree in fisheries technology or closely allied field **and** four years of experience performing fish culture duties **in a hatchery; OR**

A Bachelor's degree in fisheries or closely allied field **and** two years of experience performing fish culture duties in a hatchery; **OR**

Successful completion of a two year accredited fish culture program from a vocational school and three years of experience performing fish culture duties **in a hatchery; OR**

Six years of experience performing a variety of fish culture duties **in a hatchery.**

**Note:** A valid driver's license is required. Some positions require a valid Class A or Class B Commercial Drivers License. Must have a valid Washington State Pesticide Applicators License or the ability to acquire and maintain one.

**Special Note:** This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish and Wildlife, and the Washington Federation of State Employees (WFSE), which contains a "union security" provision. This means that, as a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

- All applicants considering applying for this position should understand and consider that standby is a requirement for all positions in the Fish Hatchery Specialist series. Management may determine it is necessary to assign it in order to accomplish the goals and objectives of the agency and as necessary to protect the resources of the agency and if assigned, it will be a requirement of the position.
- **Standby has not been assigned at this time for this position, but could be in the future**
- **Agency On-site housing is not available at this time for this position, but could be in the future**
- *This employment opportunity applicant pool will only be used to fill this position.*

## **HOW TO APPLY**

Initial screening will be based solely on the information contained in your application form. Read and follow the instructions in this section and send a completed Washington State job application, resume, and cover letter describing how you meet the qualifications and competencies to:

Joe Vidales, Human Resource Consultant  
Department of Fish & Wildlife  
600 Capitol Way North  
Olympia, WA 98501 –1091  
Fax: (360) 902-2392  
Email: [vidaljv@dfw.wa.gov](mailto:vidaljv@dfw.wa.gov)

Web site for state application is:  
<http://www.dop.wa.gov/Resources/Forms/>.

For additional information regarding position duties, please contact Mike Lewis, Priest Rapids Complex Manager, at (509) 765-7714 or [lewismrl@dfw.wa.gov](mailto:lewismrl@dfw.wa.gov).

*The State of Washington is an equal opportunity employer. Persons with a disability who need assistance in the application or testing process, or those needing this announcement in an alternative format, may call (360) 664-1960 or Telecommunications Device for the Deaf (360) 664-6211. For questions about this recruitment call 360-664-6260*